

Panel 1: Academic

Tracie Keesee, National Initiative for Building Community, Trust, and Justice

21st Century Policing

Where Do We Go From Here?

- This seems all too familiar- Brief overview of police reform movement's relationship with Civil Rights.
- Six Pillars of 21st Century Policing- Promises and challenges
- 21st Century Policing hopes for Civil Rights, Public Safety, and Community Trust.
- Where do we go from here?

Created to strengthen community-police relationships with the hopes of re-building trust, the 21st Century Policing platform provided recommendations (roadmap) as a guide for policing practices for law enforcement leaders. Two years ago since its release, the 21st Century Policing recommendations have been embraced by some and seen as an unfunded mandate. Community members have also voiced mixed reviews about the recommendations. Some communities believed the recommendations didn't go far enough bring about authentic, sustainable change. While others lauded the substantial, descriptive, recommendations because they represented a culmination of voices that have been impacted by poor policing practices. Today, with a new administration, it is has yet to be determined whether the 21st Century Policing recommendations will continue to be a guidepost. What we do know is that there is a renewed call for yet another commission to examine law enforcement leaving us to ask, where do we go from here?

Emily Baxter, We are All Criminals

One in four people in Minnesota has a criminal record; four in four have a criminal history. Using statutes, statistics, and stories gathered through the We Are All Criminals project, I will discuss perceptions of crime and intersections of race, privilege, and punishment in our state. Photographs and first-person narrative will humanize the destruction caused by decades of mass criminalization.

James Densley, Associate Professor of Criminal Justice, Metropolitan State University

I plan to speak about the Minnesota model of police officer education and training, including how the Minnesota Board of Peace Officer Standards and Training (POST) develops learning objectives for the Professional Peace Officer Education programs at participating colleges and universities and how these learning objectives are translated into curricular offerings. I will talk about the relationship between the POST learning objectives and the President's Task Force on 21st Century Policing recommendations, including the absence of the terms "implicit bias" and "procedural justice" in the 2017 POST learning objectives. I will outline some of the barriers to implementation of these recommendations in the current system. I will also talk about my research into law enforcement hiring practices and how the current system may contribute to disparate policing practices.

Ebony Ruhland, Robina Institute

Historically and most recently, police and community relations in low income, racially diverse neighborhoods has been a point of tension. Potential reasons include police practices such as techniques used under hotspots policing as well as a lack of trust that has developed between the police and the community. There are a number of historical and societal factors that led to the breakdown in relationships between police and community. Using local data from previous mixed-methods research studies, I will highlight the current state of police community relations in high crime, communities of color and factors that can create racial disparities in police contact. Finally, I will offer some recommendations from the research and literature that could serve to reduce disparities and improve police-community relations.

Panel: Community I

Ben Feist, American Civil Liberties Union of Minnesota

Minnesota has significant, persistent racial disparities in arrest rates.

- In a 2003 analysis of police stops throughout the state of Minnesota, the Council on Crime and Justice and the U of M Institute on Race and Poverty found significant racial disparities in police traffic stops and in the individuals who were subjected to searches. (*available online at*

<https://www1.law.umn.edu/uploads/cb/94/cb94cf65dc50826424729d214a1f6b82/27-Racial-Profiling-Aggregate-Report.pdf>). In the face of the report's troubling findings, very little was done to address racial disparities in policing.

- In 2015, the ACLU and the ACLU of Minnesota released a report entitled "Picking up the Pieces". The report identified serious disparities in low-level arrest rates for people of color. (*available online at www.aclu.org/minneapolis*). For the time period studied, our research indicated that Black people are 8.7 times more likely to be arrested for a misdemeanor or gross misdemeanor and Native Americans are 8.9 times more likely to be arrested.
- Although our research was focused on the City of Minneapolis, similar disparities were identified by the Metro Transit Police Department in December, 2015. (*available online at https://www.metrotransit.org/Data/Sites/1/media/blog/police_report-12-17-15.pdf*). The racial disparities identified by Metro Transit Police were especially prevalent with first-time fare evaders when officers have broad discretion to either issue a ticket or issue a warning.

We are encouraged that police departments throughout the state have adopted reforms that are consistent with the recommendations of the task force.

- The Minneapolis Police Department has made encouraging steps toward implementing implicit bias and procedural justice training, stop and frisk data collection, and use of force policy reform.
- Other police departments in the metro area are also making progress with a variety of reforms.

We are equally disappointed that there is a lack of commitment on a statewide level to implement task force recommendations.

- The Governor's Council on Law Enforcement and Community Relations recommendations have been largely consistent with those of the Presidential Task Force on 21st Century Policing. Unfortunately, the Minnesota Legislature has not moved forward to implement a majority of the policy recommendations or fully fund these efforts.
- Body Camera legislation and department policies have moved away from the goal of restoring public trust through increased accountability and transparency. Many community groups that once championed the potential of body cameras now view them as yet another surveillance tool that will disproportionately target communities of color.

Shane Zahn, Minneapolis Downtown Improvement District

The mpls downtown improvement district (mdid) is a business-led, 501(c)6 non-profit with a mission to make downtown Mpls a vibrant and attractive place for recruiting and retaining businesses, employees, residents, shoppers, students and visitors. This is accomplished by providing services that make over 120 blocks of downtown cleaner, greener and safer. I am Shane Zahn, director of safety initiatives for mdid. I would like to share experiences I have learned collaborating with the Minneapolis Police Department since they have launched MPD 2.0, working towards change & culture shift for the Minneapolis Police Department.

What is MPD 2.0? Launched in 2013, by Police Chief Janee Harteau

MPD 2.0 A better version of ourselves: Creating a culture of accountability grounded in our core goals and values.

Goals: Public Safety, Public Trust and Employee Engagement and Moral

Core Values: Commitment, Integrity and Transparency

Driving Change & Culture Shift with MPD 2.0:

- National and Community Input: MPD was 1 of 6 cities chosen for the National Initiative by the Department of Justice (Procedural Justice, Implicit Bias and Reconciliation). MPD does an impressive job when it comes to innovative partnerships, resources and initiatives.
- Training: Fair and Impartial Policing Training all MPD officers received training for this. Crisis Intervention Training (CIT) all patrol and CIT officers received training.
- Community Policing & Collaboration: MPD makes considerable effort to be involved in many community meetings, safety groups or communities, neighborhood meeting to further better understanding safety concerns and leverage partnership for proactive solutions or response. 1st precinct collaborate with the mpls downtown improvement district to help provide a holistic safety approach for downtown.

- Youth Engagement: MPD uses several strategies, partnership and resources to build trust with youth in our communities. For example; PAL, bike cops for kids, downtown youth engagement officers, which was a new initiative that was implemented last year by both the city and Minneapolis Police Department.
- Community Engagement: MPD is a valued partner of the mpls downtown improvement district, I have seen many programs that focus on direct engagement, which include; Engagement Team, MPD Chaplin Program, foot beat and community officers, crime prevention specialist (CPS's) , bike cops and police reserves.
- Street Outreach Collaboration & Support: MPD has built strong partnership with many street outreach groups such as YouthLINK, Youth Coordinating Board, St Stephen's Human Services, MDADS and Summit Academy.
- Pathways to Law Enforcement: MPD has many great programs to pathway to a police officer, which include; Police Explores, Police Reserves, and Community Service Officers.
- Improved Communication and Transparency: New Website (insideMPD, Facebook, Twitter and Chief Citizen's Advisory Committee) all great example of proactive communication and transparency by MPD.
- To conclude, we still have many challenges ahead of us but working together, collaborating on initiatives and supporting our law enforcement partners has help us build a strong public and private partnership for downtown Mpls.

Justin Terrell, Justice 4 All Program Manager at TakeAction Minnesota

Justin Terrell is the Justice 4 All Program Manager at TakeAction Minnesota. The Justice 4 All Program is focused on eliminating collateral consequences for formerly incarcerated and convicted people. J4A has advocated for fair hiring practices, voting rights restoration and restrictions on private prisons. Justin will be talking about how J4A is building a policy agenda for police reform and how centering the voices of people directly impacted by the system is key to the strategy.

Goals:

- Advocate for police reform strategies
- Center the voices of people who have been impacted by the justice system
- Advance a new vision of public safety

Dr. Louis Porter II, Executive Director of Council for Minnesotans of African Heritage

Indeed, police practices negatively and disproportionately impact Minnesotans of color, and Black males in particular. We all know the names such as Jamar Clark and Philando Castile, who have lost their lives under questionable circumstances with law enforcement. Unfortunately, problems with Black males and police have a long, ugly legacy in the United States, going back to slavery. The Council for Minnesotans of African Heritage, a state agency, as well as numerous other organizations, are working to address this serious issue through community dialogue, outreach to law enforcement and efforts to explore solutions. There are lessons to be learned in Minnesota from other communities. Clearly there is no single solution, but improved relations between residents and police, intensive training for law enforcement and citizen as well as electronic oversight hold the greatest potential for addressing this crisis.

Vina Kay, Executive Director, Voices for Racial Justice

I will share with the Minnesota Advisory Committee stories coming from people in our communities of their interactions with police. Voices for Racial Justice is committed to working with and elevating the narratives of people most impacted by systems of oppression, and turning to these communities as the source of solutions to the disparate impact of these systems. This has been true in our work when addressing issues ranging from education equity, to health equity, to voting rights. As we think about the impact of policing and profiling in communities of color, and given the well-documented disparities in police stops and other interactions, we will share the stories of those who know first-hand how interactions with police can change their lives. Stories will come from youth, currently and formerly incarcerated individuals, and others from communities of color and indigenous communities. My goal is that we hold these experiences as part of the important data that the Advisory Committee considers as it both defines the problem and develops solutions.

Panel: Community II

Henry Jimenez, Executive Director, Minnesota Council on Latino Affairs

Henry Jimenez will be discussing some of the challenges the Latino community has faced in regards to policing in Minnesota. He will focus on the challenges undocumented community members experience in terms of maneuvering police, especially without the ability to obtain a driver's license. Furthermore he will discuss a new bill MCLA is introducing to change the way the state processes UVisas. Finally he will discuss emerging challenges with police in light of the Executive Orders and the ways in which these changes impact communities differently around the state, focusing particularly on St. Cloud, Minnesota.

Roxanne Anderson, OutFront

Awaiting abstract

Robert Lilligren, Native American Community Development Institute

Awaiting abstract

Fartun Weli, Isuroon

The biggest obstacles are lack of trust and fear of the police. We have many complains about traffic tickets community calls of not been answered. Somali Women specially feel the police target them and their children. I know that there are challenges for the police too so I propose meaningful dialog.

Jason Sole, President of Minneapolis NAACP

Jason Sole's testimony will outline the history of law enforcement, the culture of white supremacy in policing, as well as sexism, racism, islamophobia, transphobia and other concerns within law enforcement. He will discuss the recent police shootings of Jamar Clark and Philando Castile, which populations are responsible for law enforcement fatalities, and will consider the ways in which trust can be improved in communities of color.

Panel : Law Enforcement I

Chief Janee Harteau; Minneapolis Chief of Police

The Chief will be discussing the state of policing and community relations in Minneapolis and what policing looks like for Minneapolis moving forward.

Bob Kroll; President of the Officers Federation of Minneapolis

As a Lieutenant, 28 year veteran of the Minneapolis Police Department, and President of the Police Officers Federation of Minneapolis I'm well qualified to speak on all of the bulleted subject matter below. I've completed all three phases of our departments implicit bias training. I've met individually with members of the Federal Department of Justice on matters that effected our department. More important than me speaking, I would be available to answer questions in all areas as it relates to our department.

Sheriff James Stuart, Anoka County Sheriff's Office

- Sheriff Stuart will begin by introducing himself and provide background information on the Anoka County Sheriff's Office and its mission statement. A brief summary of our services will be discussed.
- Sheriff Stuart will provide a generalized overview of the findings in former President Barack Obama's Task Force on 21st Century Policing and how its findings and recommendations have impacted law enforcement in Anoka County.
- He will provide background on how/why our staff identified a need for our current training curriculum which includes cultural diversity and crisis intervention training, in accordance with the recommendations provided by the Task Force.
- Sheriff Stuart will discuss the importance of developing and maintaining relationships with community partners which enhances our credibility as the designated protectors of our communities.
- Examples of several of our community related events will be discussed and how these have provided opportunities for all members of the community.

- Finally, the sheriff will delve into the current state of policing from an administrative standpoint, covering the useful and harmful effects of the news and social media.
- He will close with a brief question regarding our collective future and the future of policing moving forward in the 21st century.

Panel: Law Enforcement II

Sgt. Kel McDaniel, Community Engagement Team, Hennepin County

Awaiting Abstract

Michael Gallagher, Bloomington Police Officer's Federation

Michael Gallagher will be discussing the role of the front line officer, particularly in relation to the 1st Pillar of the 21st Century recommendations concerning Building Trust and Legitimacy. He will discuss how front line officers feel in contentious situations with protestors, cop-haters, or other community members in conjunction with that officer's commitment to society.

Chief Todd Axtell and Lou Ferraro, St. Paul Police Department

When you tell people that you are more than simply the police department—when you tell people you are their police department—you better be willing to back it up. The Saint Paul Police Department doesn't want to simply serve and protect its community, it wants to be part of the rich tapestry that makes Minnesota's capital city such a wonderful place to live, work and play. This means doing more to build relationships with everyone in the city, hiring more officers from diverse backgrounds, and galvanizing partnerships to address crime that takes lives, shatters families and makes people not want to walk down the street. There are barriers and challenges to achieving these goals. But the Saint Paul Police Department is using the President's Task Force on 21st Century Policing recommendations as a blueprint ... and it's working. The department recently launched a new website that measures its progress toward implementing the recommendations. It's designed to keep the people who live, work and play in Saint Paul informed, to demonstrate an unyielding commitment to improving relationships with our community, and to hold ourselves accountable. Chief Todd Axtell and Officer Lou Ferraro will discuss the department's efforts to improve community engagement, diversify the department and address violent crime—and how everyone in the community can track its progress using the new 21st Century report card.

Panel: Policy-Makers/Judiciary

Gene Borgida, University of Minnesota, Law and Psychology Departments

Enhancing public trust and confidence in law enforcement is central to 21st Century policing. A broad approach to motivating rule adherence in our communities to be sure involves deterrence. But current psychological science will be reviewed suggesting that building perceived legitimacy and trust when police deal with the public is equally if not more essential to effective policing policies and practices.

Can bias or prejudice-reduction programs lead to persisting change in policing? Current psychological science on the challenges associated with reducing bias (implicit or explicit) will be reviewed. How does this research inform policy makers who are understandably eager to determine whether police training programs like "Fair and Impartial Policing" are effective? In fact, we know very little about the effectiveness over time of these training programs to reduce bias in police departments. Psychological science on prejudice-reduction suggests that many such programs are ineffective. What needs to be put in place to determine if such programs actually reduce bias, or have no impact, or perhaps even cause harm?

Mark Kappelhoff, Former Deputy Assistant Attorney General, Civil Rights Division, DOJ

Thank you for the opportunity to appear before the Minnesota Advisory Committee to the U.S. Commission on Civil Rights as you examine civil rights and police practices in Minnesota. The following is a brief summary of the topics I expect to address during my testimony.

My perspective on these issues is informed by my nearly two decades working as a civil rights prosecutor in the Civil Rights Division at the U.S. Department of Justice. During my career, I enforced the federal civil rights laws related to

policing practices, human trafficking, and hate crimes. As a senior official in the Department, I supervised and prosecuted police misconduct cases, oversaw the Department's criminal and civil investigations in Ferguson Missouri, Baltimore, Maryland, and other police departments around the country, and played a key role in the Justice Department's police accountability and criminal justice reform efforts.

Police encounters resulting in the tragic deaths of young men of color in Ferguson, Cleveland, New York, and Chicago, among others cities, launched an important conversation about race, policing, and community trust across the country. This conversation gained a fresh sense of urgency here in Minnesota since the officer-involved shooting deaths of Jamar Clark and Philando Castile.

My remarks will focus primarily on three key aspects of this conversation: the factors that contribute to the erosion of trust between the police and the communities they serve, particularly, communities of color; the importance of building police-community trust; and the strategies that work best to accomplish this goal, including the strategies that are being implemented in Minneapolis and across Minnesota. Throughout my comments, I will reference the work of the President's Task Force on 21st Century Policing, and the pillars described in the Task Force Report, which provide the foundation for creating a fair, transparent, and equitable criminal justice system. In particular, I will address: Building I look forward to appearing before the Minnesota Advisory Committee to further discuss civil rights, police practices, and the efforts in Minnesota to implement The President's Task Force on 21st Century Policing recommendations.

Barbara Johnson, City Council President

I will speak on the challenges presented by a community which is divided on police service. Some want more enforcement and others feel that aggressive police interventions targets minority communities. What can be done to satisfy both sides?

Andrea Brown, Police Conduct Oversight Commission Chair and Ramsey County Public Defender

In Minneapolis some of the former president's 21st Century Policing recommendations are being implemented in two ways. 1. through participating in the national initiative and 2. through policy changes made by the PCOC in response to patterns and trends found in complaints made through the OPCR. Specifically, all MPD officers have had CIT training along with implicit bias training and procedural justice training.

As far as data collection and transparency those are some of the major things that the PCOC is working towards. For example, two of our research and studies focus on these two topics. Our investigatory stop and Mental Health. Each on their own show that the public voice is important and being listened to by not only us at the PCOC but through complaints and up to city counsel and the mayors office.

We'd like to think that these recommendations that we put forth are helping to hold police accountable and let the MPD know the public is watching all while being the bridge that helps the community and MPD have better relationships. Barriers preventing us is the current use of force case law. Current case law should be changed it include the tactics used that lead to the use of force and perhaps the circumstances surrounding what lead up to it. Union contracts prevent a lot of change, not deliberately but a lot of bureaucracy always slows things down.